



Teacher Shortage Survey Report





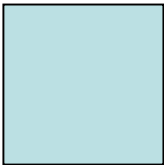
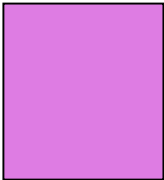
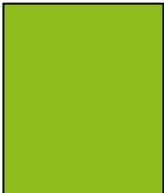
Gail B. Wortmann

2001 Iowa Teacher of the Year

<http://www.state.ia.us/educate/ecese/ppl/toy>



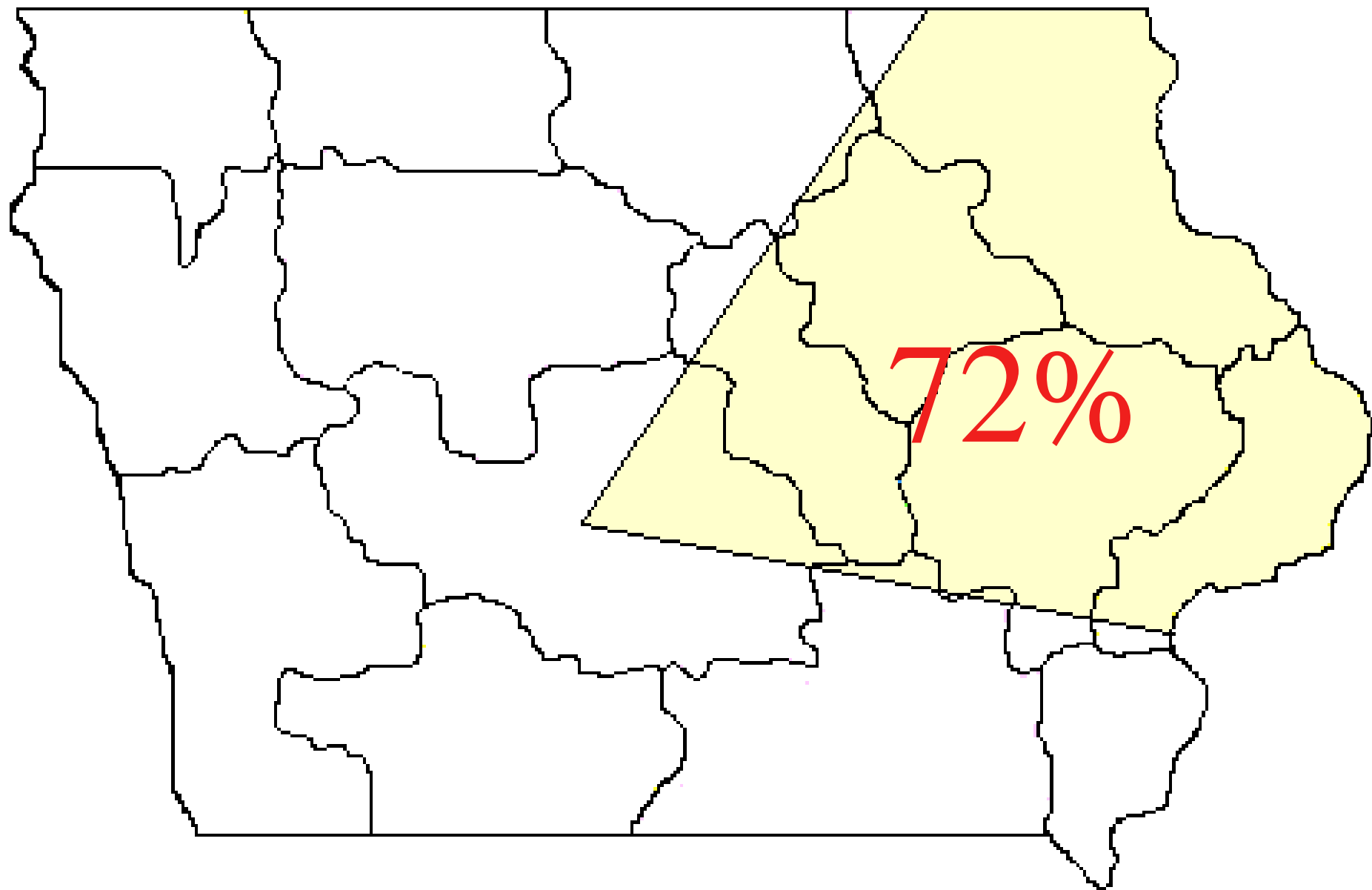
Size Code Survey Return

No. of districts	29		Less than 250	83%
	50		250-399	88%
	77		400-599	92%
	100		600-999	92%
	81		1000-2499	90%
	25		2500-7499	96%
	9		7500 or More	56%



Number of Teachers Produced

- 62% of prepared teachers in Iowa are elementary
- 38% of prepared teachers in Iowa are secondary
- Iowa produces 2:1 (elem:secondary) yet the market is clearly showing need for secondary teachers
- What are we doing about that?



Teachers Produced = **3313**



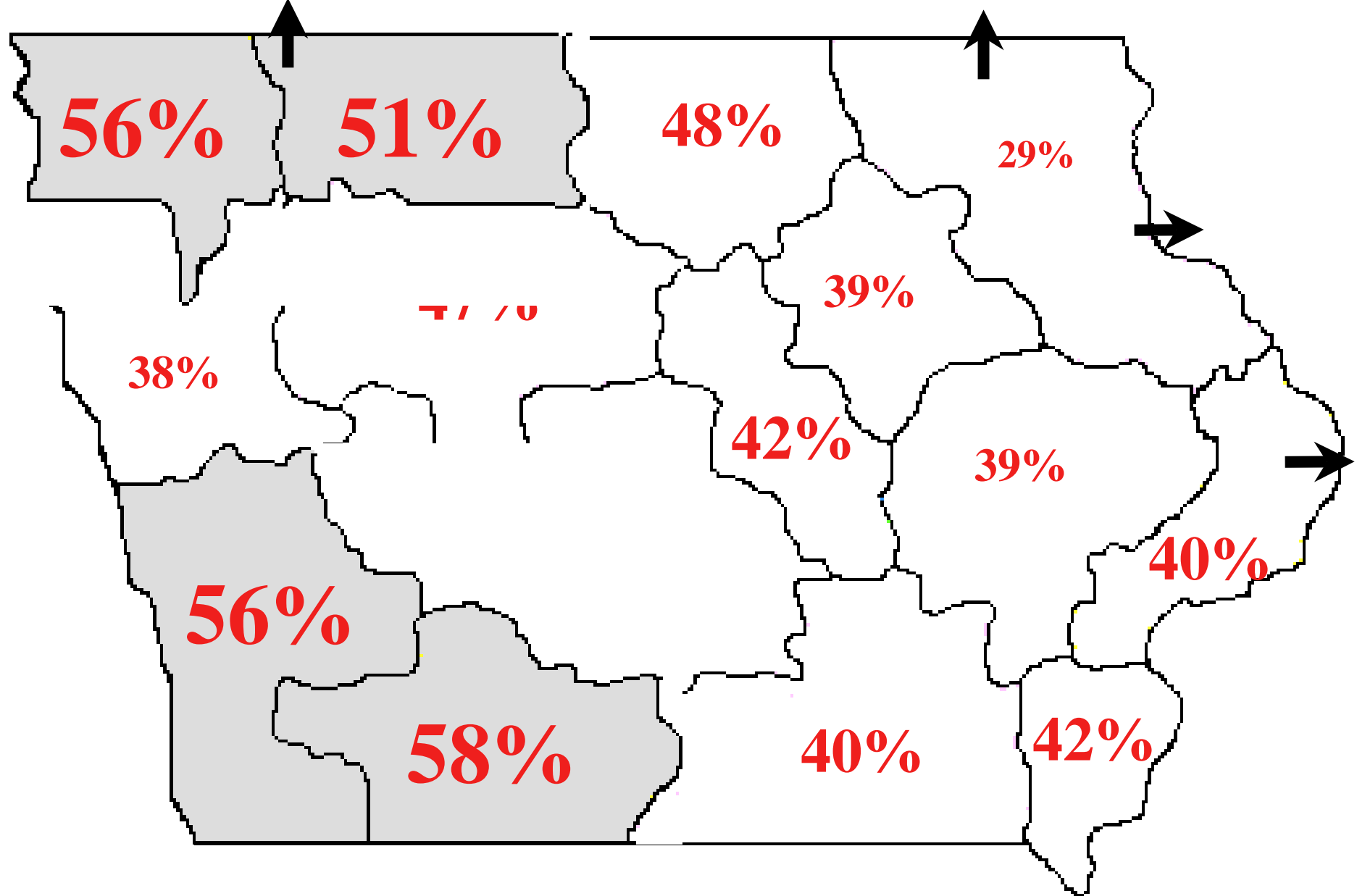
Teachers Who Left Districts

- Teachers who left a district
 - 33.2% retired
 - 39.2% changed teaching jobs
 - 27.6% left teaching
- Approximately 60% who left small school districts moved to larger ones; 16% retired
- Approximately 12% who left large school districts moved; 46% retired
- The smaller the district, the larger the % who left teaching completely

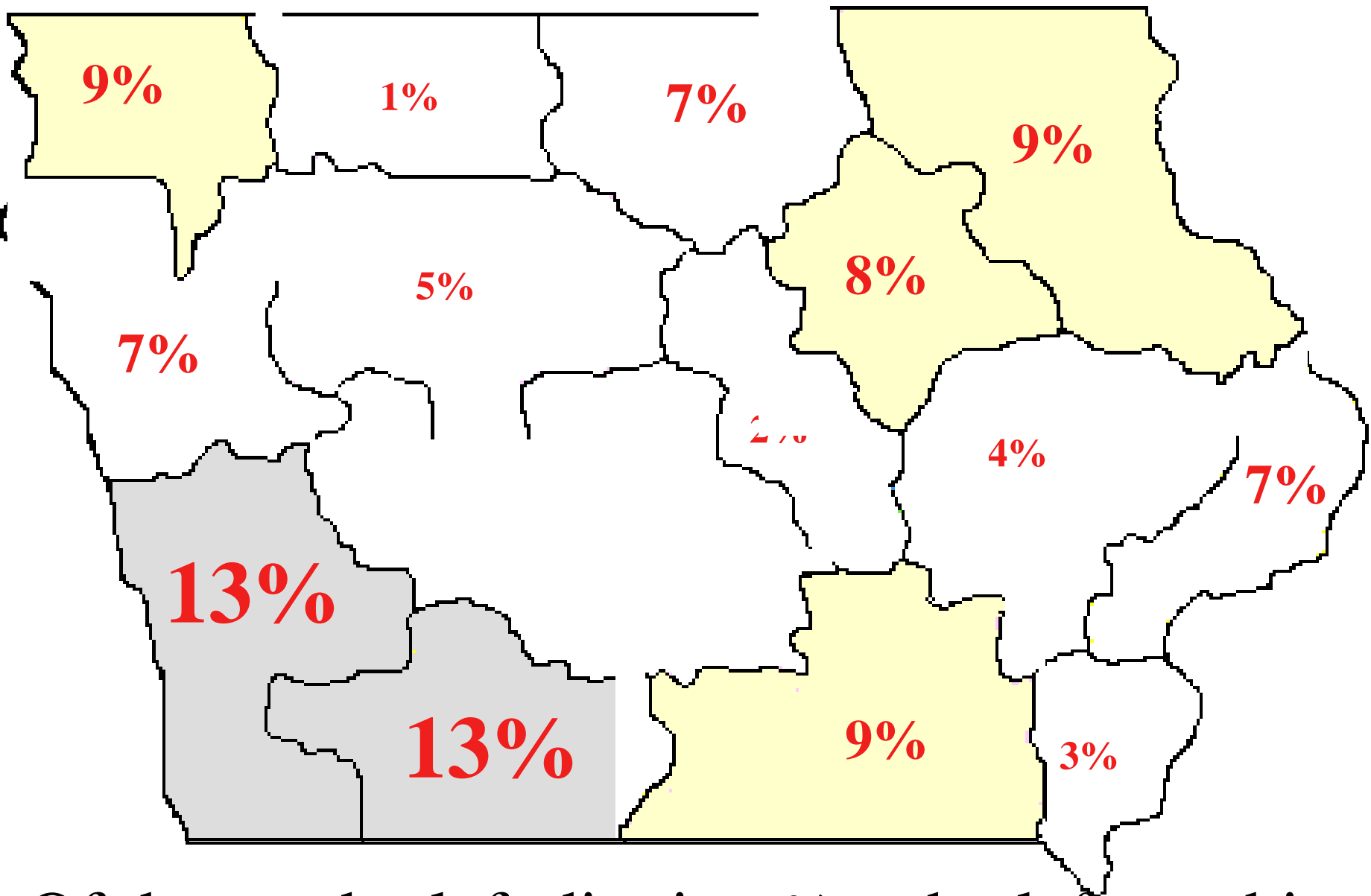


Of those who left district: % moved to other teaching jobs

			Example	%
29		Less than 250	Fremont	60
50		250-399	Nishna Valley	57
77		400-599	Lamoni	50
100		600-999	Woodward/Granger	52
81		1000-2499	PCM	42
25		2500-7499	SE Polk	44
9		7500 or More	W. Des Moines	12



Left district: % moved to other teaching jobs

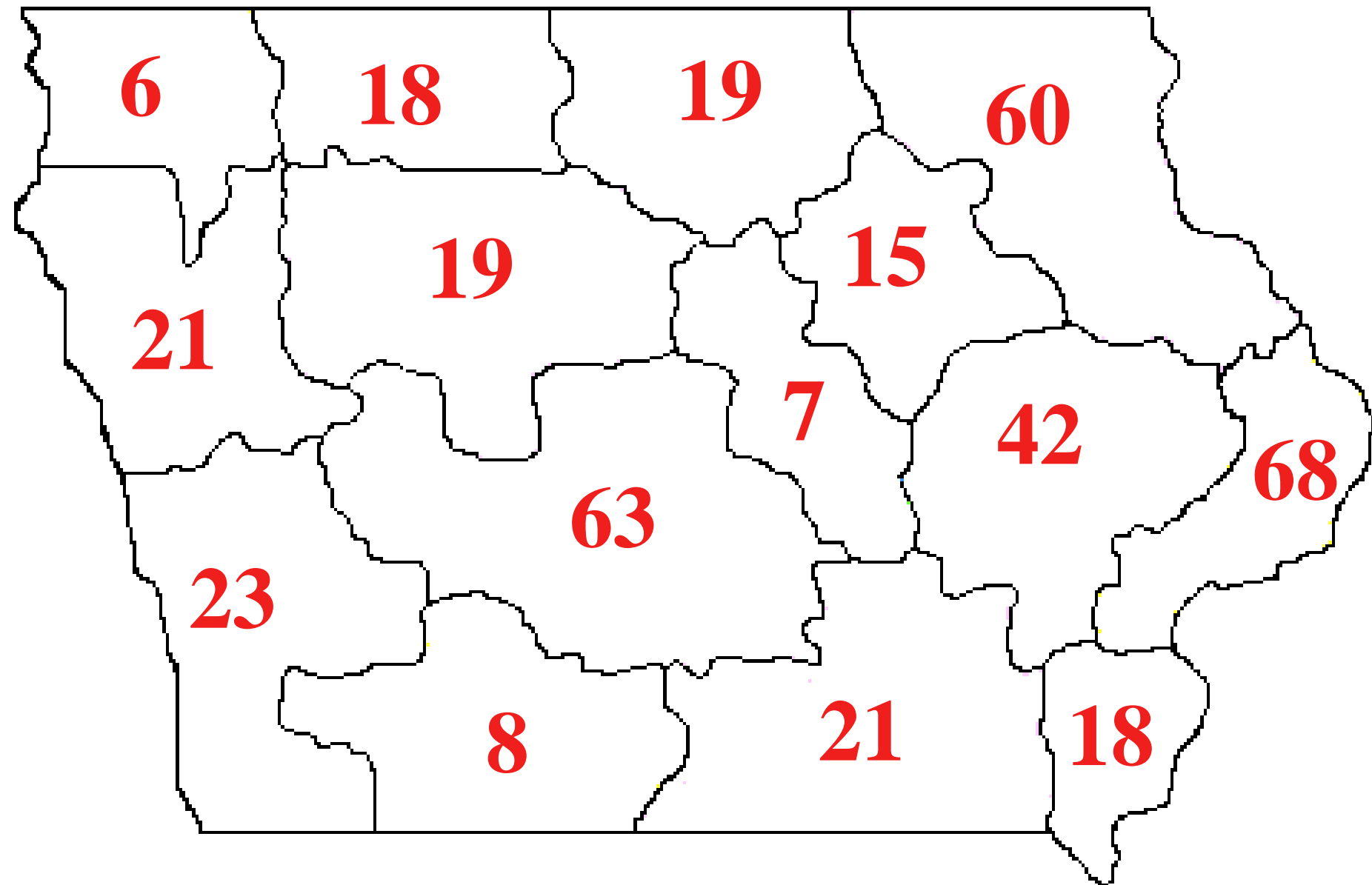


Of those who left district: % who left teaching
Job conditions? Job satisfaction? Pay? Exit interview!

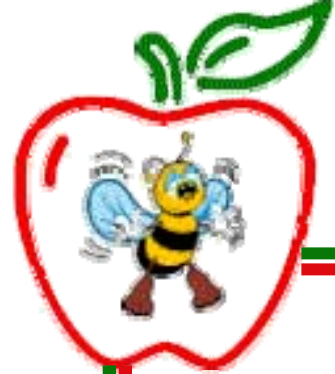


Vacant Positions

- 408 positions were not filled
- 72% were at the 7-12 level
- Small schools had largest % not filled (18.3%)
- Largest had the smallest % not filled (2.2%)
- AEA 1 and 13 had highest % not filled
- The unfilled positions matched the official shortage list with a emphasis on 7-12

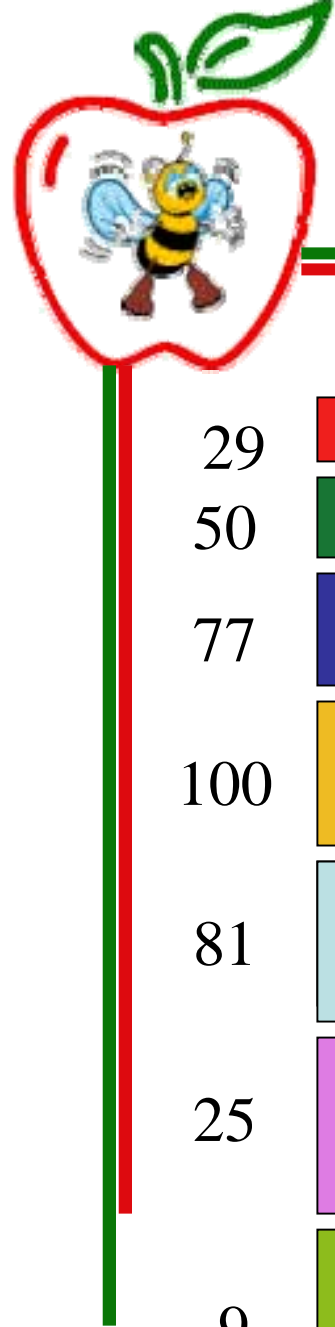


Positions unfilled



Consequences of Unfilled

- 28% of the unfilled positions resulted in increased class loads of other teachers and courses not being offered
- Smaller districts were more likely to not offer classes
- Small districts used ICN and shared-position solutions
- Large districts were more likely to use long-term subs
- Virtual options? Carver Grant for Iowa Virtual Academy



% Respondents felt applicant #'s inadequate

% Respondents felt quality unsatisfactory

			Example	%	%
29		Less than 250	Prescott (55)	53	30
50		250-399	Moravia	61	23
77		400-599	Harmony	61	27
100		600-999	Okobojo	54	17
81		1000-2499	Grinnel	50	18
25		2500-7499	Ft. Dodge	30	17
9		7500 or More	Sioux City	47	0



Options - Addressing Shortages

- **Highest!** Increasing teacher salaries = 74% of the districts ranked as #1 or #2 (the smallest and largest districts ranked this the highest!)
(no takers????)
- **Lowest!** Lowering teaching standards (in all districts!)
- **Other ideas:** Future Educator's Clubs & Teaching Academies, Alternative Licensure, Rehire retired teachers without penalty, Signing bonuses, Pay moving expenses and/or first year mortgages, Loan Forgiveness



Supply for Shortages

	<u>'01-'02</u>	<u>'02-'03</u>
K-12 ESL	21	15
K-12 TAG	5	4
K-6 / 7-12 Music	138/116	160/142
Ag	29	5
FCS	16	9
Foreign Language	104	69
Industrial Tech	53	25
Math	115	116
Science	267	249



Patterns Emerging

- Teacher shortage a function of proximity to teacher prep institutions
 - More and better applicants
 - Professional development opportunities
 - Advanced degree convenience
 - Partnerships (cooperating schools, etc.)
- Almost all districts reported shortages and/or the employment of conditional licensees
- Uneven shortage situation across the state (SW)
- There are major differences between small and large schools




Needs

- More outreach of teacher prep institutions
- Campaign to bring market realities to wannabees so they know the need for secondary teachers
 - 50% - 80% of teachers end up teaching within 50 miles of the high school they attended
 - Supports the concept of “Grow Your Own”
- Capitalize on communication possibilities to equalize opportunities state-wide
- Pay attention to lessons learned about recruitment and retention



Teacher Shortage?

- “The lack of teachers resulting from an exodus of teachers fleeing schools.”
- 40% of teachers retire in the next 10 years (8 left?)
- States paying signing bonuses, annual bonuses, full insurance, moving expenses, broken contract penalties, housing allowances, MAT “re-education” costs; on-site day care
- NC = Losing teachers to “raiding” - bidding wars
- So what is the picture in IOWA?



Those who can **TEACH.**

Behind every good student, there's a great teacher.
That special person who can spark interest and inspire learning. Teaching is more than an acquired skill; it's a passion, a gift. If you're a teacher, college senior, or a professional interested in changing careers, take a look at sharing your gift by teaching in **The Newark Public Schools**.


Enjoy the rewards of teaching in the Newark Public Schools.
By choosing to teach in Newark, New Jersey, you'll have the opportunity to become involved in many award-winning enrichment programs, and you'll work with a high-performing instructional staff committed to achieving excellence in the classroom.

The Newark Public Schools is a multicultural work environment that offers teachers an excellent starting salary and competitive fringe benefits, including tuition reimbursement.

Immediate Openings in These Areas:

• Bilingual Education	• Music, Visual and Performing Arts
• Computer Science	• Physical Education
• Early Childhood Education	• School Psychologists
• Education Media Specialists	• Secondary Education (all subjects)
• Elementary Education	• Social Work
• Guidance Counselors	• Special Education
• Learning Disability Consultants	• Speech Therapy
	• World Language

Learn more now about teaching in Newark, New Jersey. Visit our website at www.nps.k12.nj.us. Or call our Recruiting Office at (973) 733-8960.



The Newark Public Schools

EB00/AP

CIRCLE NO. 26 ON READERS SERVICE CARD



General Survey Information

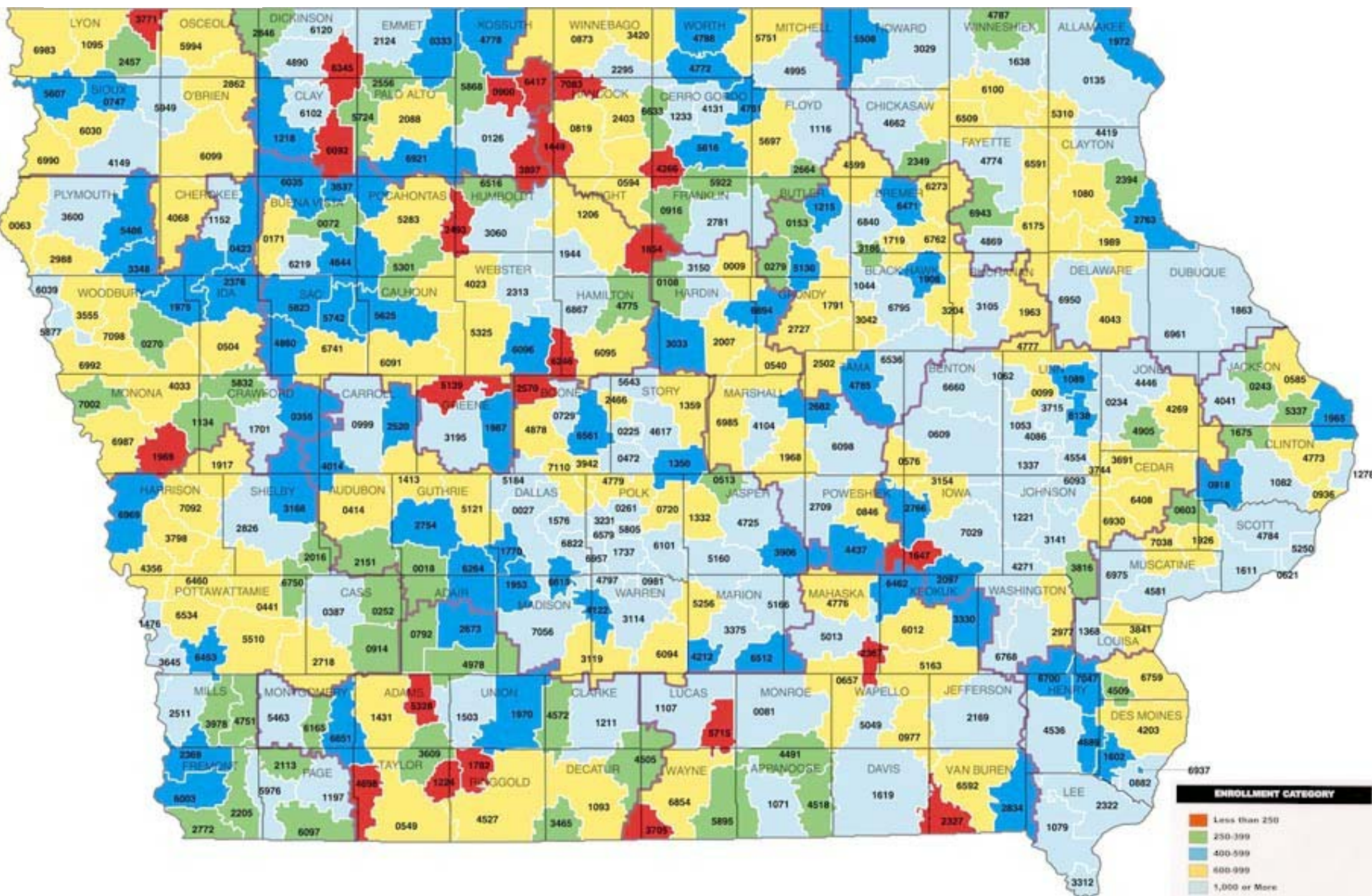
- All IA superintendents
 - Survey done 2002 (February-March)
 - Supported the Survey:
 - DE, ISEA, IASB, SAI
 - Department of Education collected the results
 - ISEA analyzed the results
- 89.8% Return from Superintendents
 - Initial email/FAX back
 - Calls to non-responders
 - Final email reminder
 - 100% Return from Teacher Prep Institutions
 - # of elem and secondary
 - Results were analyzed
 - In totality
 - By size code
 - By AEA



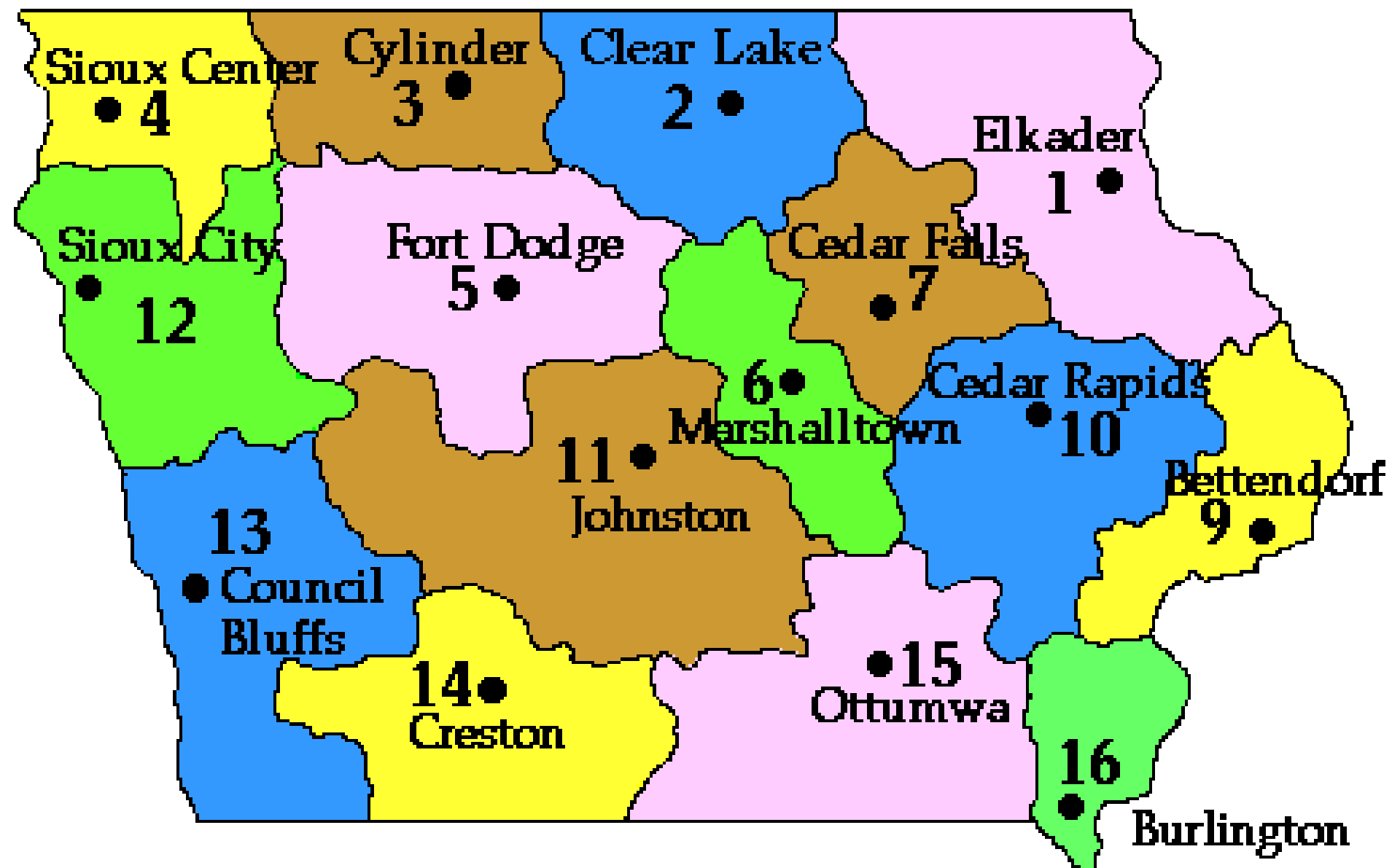
Size Code Categories

Example / Graduating Class '02

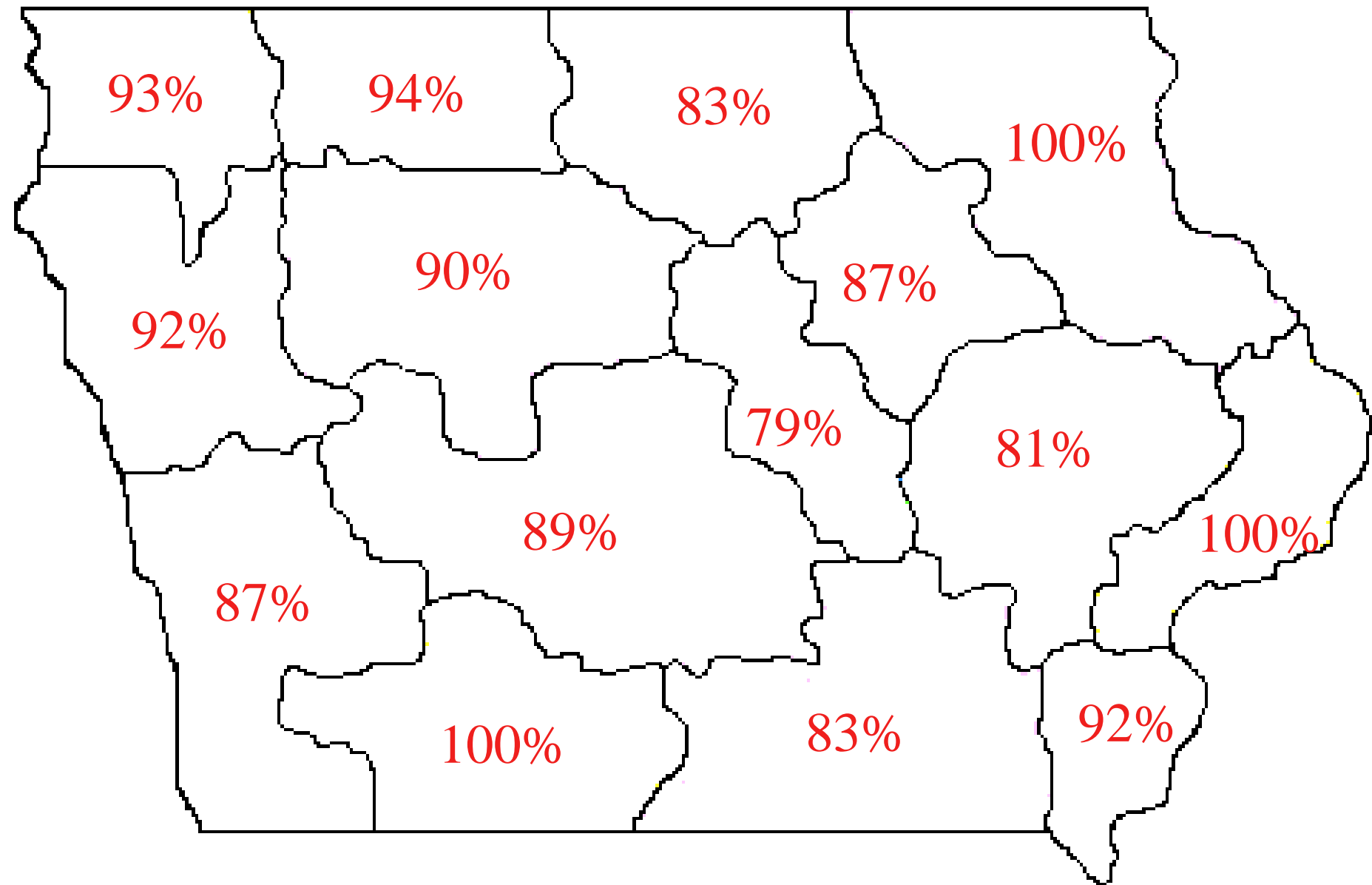
No. of districts	29		Less than 250	Lineville-Clio	11
	50		250-399	Baxter	20
	77		400-599	WACO	42
	100		600-999	St. Ansgar	79
	81		1000-2499	Mt. Pleasant	175
	25		2500-7499	Mason City	345
	9		7500 or More	Des Moines	1652



Size Code Distribution for 5 Categories

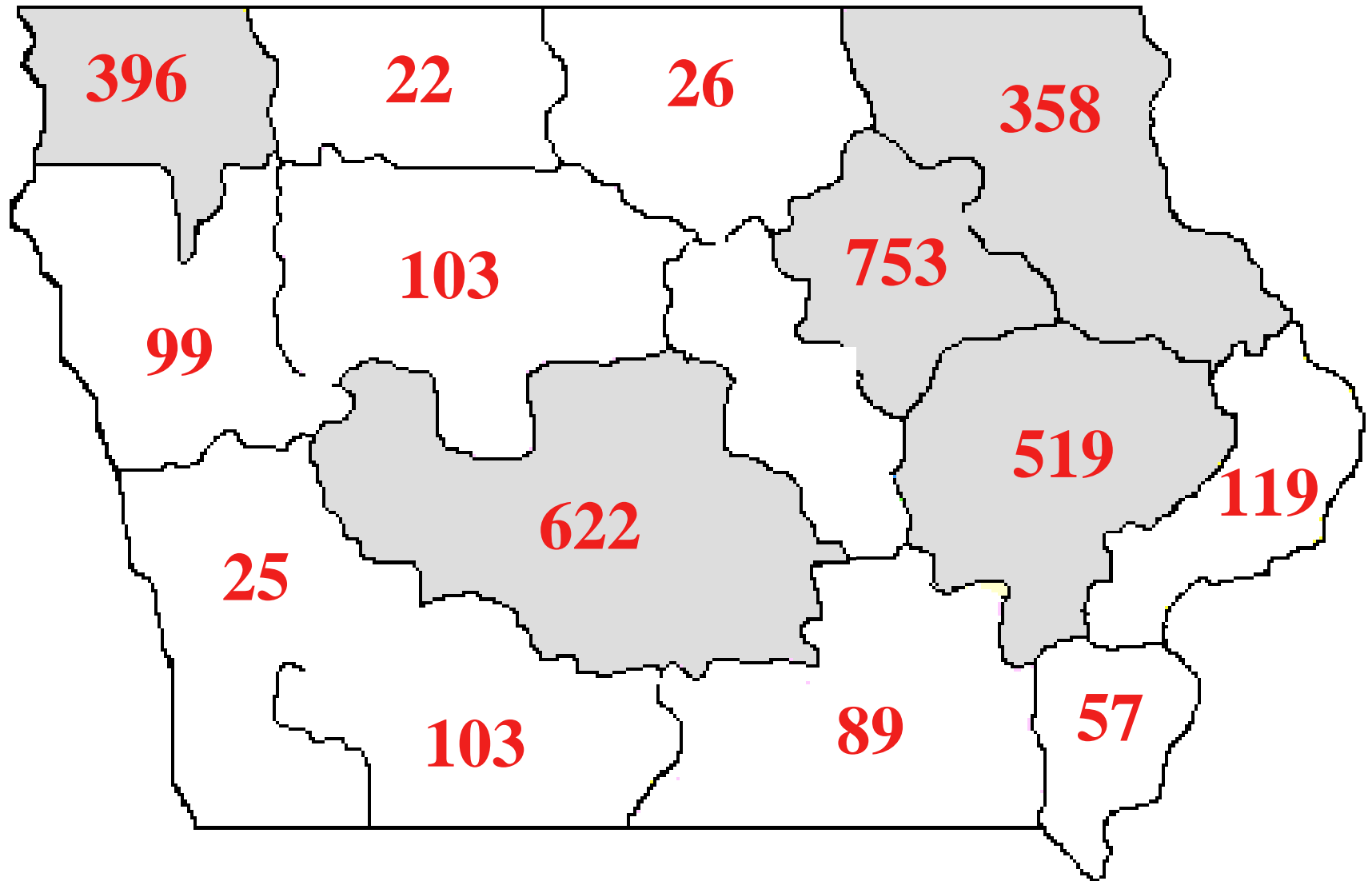


Current AEA Divisions

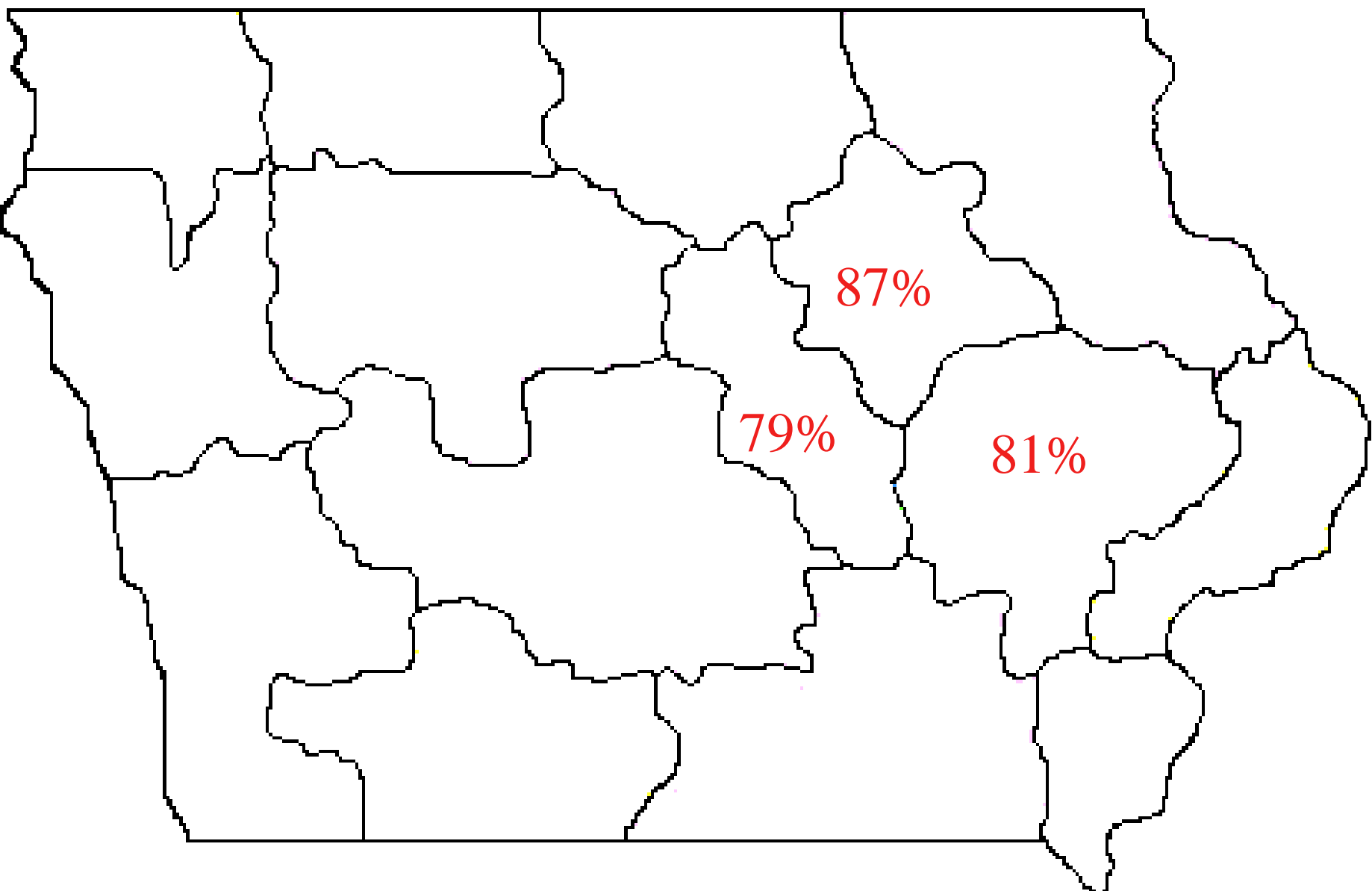


Geographical Survey Return

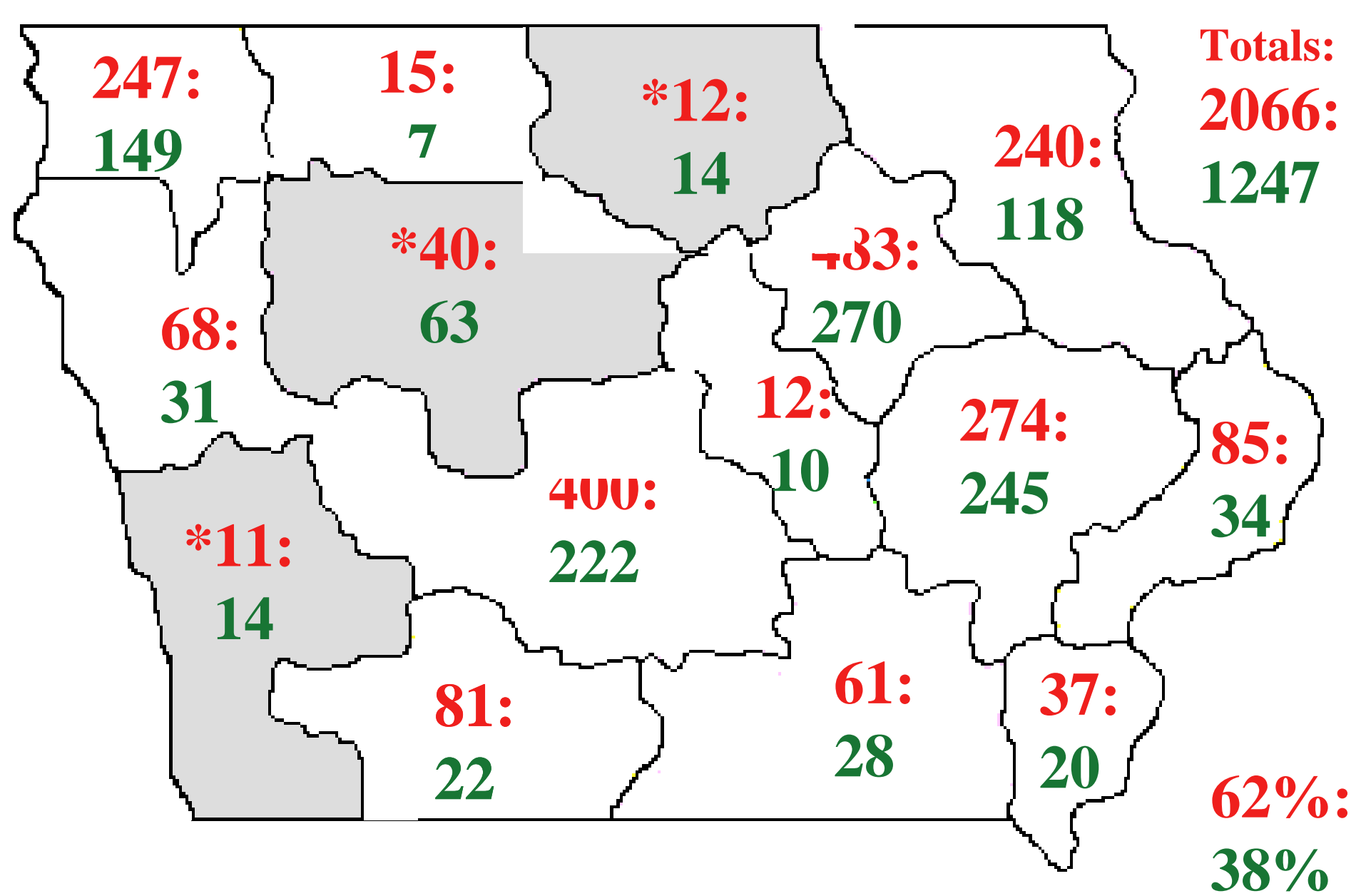
Teacher shortage perception difference? Uneven...



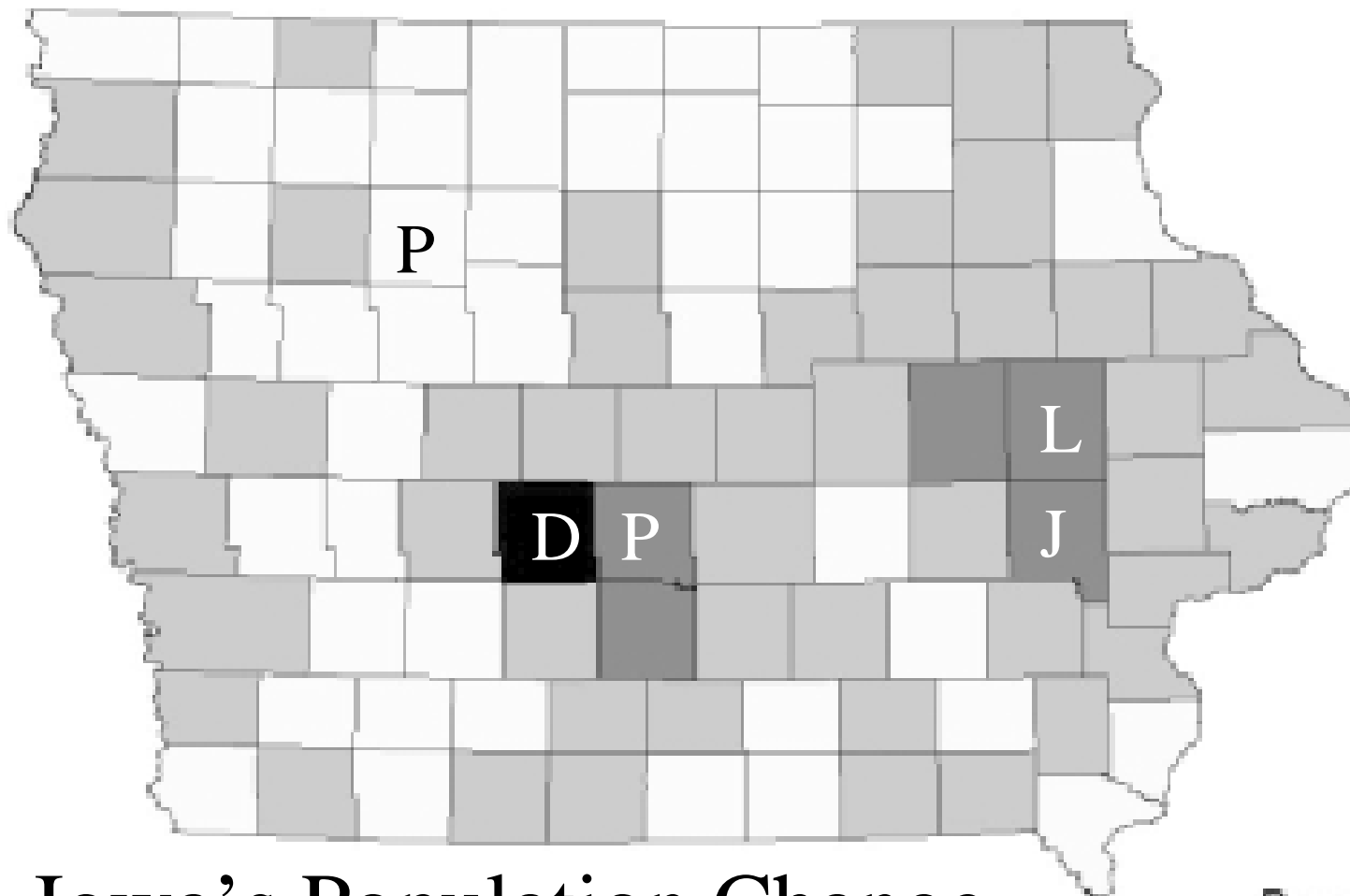
Teachers Produced = **3313**



Lowest Survey Return



Warm Body Count = 2:1 Elementary



Iowa's Population Change since the last census

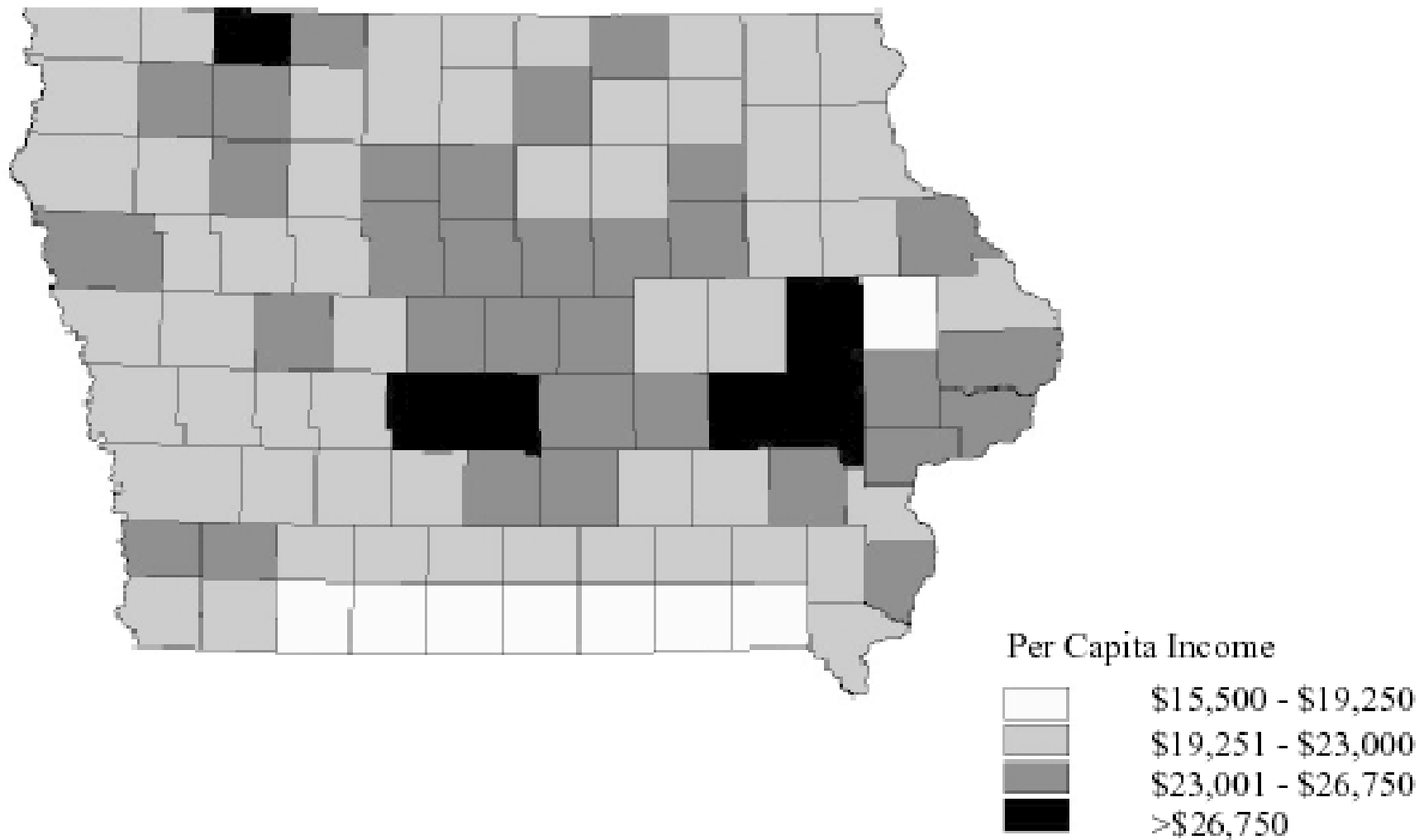
25% of IA pop is in Dallas, Johnson, Linn, Polk

Dallas = darkest county (+37%)

45 counties declined since 1990 (Pocahontas most)

Population Change





Per Capita Income

The lighter the county, the lower the income.

Range: \$32,182 (Polk-average) to \$15,500 (southern tier)







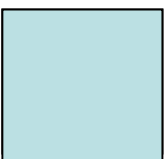
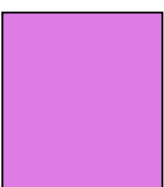
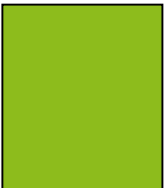
Melissa James

- Moving from a district 450-599 (10 years there) to one of 1000+
- Reasons for the move:
 - Far fewer preps (focus more on own improvement)
 - Colleagues in the same building
 - Much more pay (\$8000 raise)
 - Time for curriculum development
 - More progressive; more teacher support
- What is happening in her former school:
 - Now paying bonuses to shortage area teachers
 - Every year for three years
 - Longevity bonus
 - Tuition reimbursement up to half of the tuition for year

Pay?

Size Code : Average Salaries



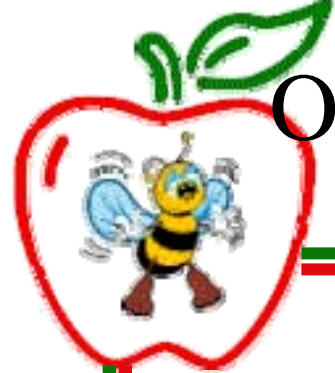
			Example	\$ X 10 ³
29		Less than 250	Woden-CL	28.0
50		250-399	Walnut	30.4
77		400-599	Treynor	32.0
100		600-999	Nashua-P	33.8
81		1000-2499	Carroll	35.9
25		2500-7499	Ottumwa	38.2
9		7500 or More	Dubuque	40.4



Job conditions - satisfaction?





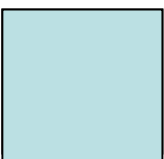
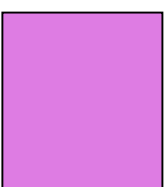
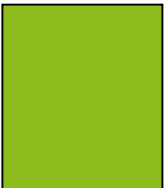
Size Code : # of assignments

			Example	avg. # (9-12)
29		Less than 250	Fox Valley	4.89
50		250-399	Moulton-Udell	4.23
77		400-599	Glidden-Ralston	3.97
100		600-999	Northeast	3.59
81		1000-2499	Marion (J.Erbe)	2.97
25		2500-7499	Burlington	2.39
9		7500 or More	Council Bluffs	2.21



Of those who left district: % left teaching

Job conditions? Job satisfaction? Pay?

			Example	%
29		Less than 250	Morning Sun	9
50		250-399	Tri-County	13
77		400-599	Winfield/Mt.U	10
100		600-999	Central/Elkader	9
81		1000-2499	Forest City	5
25		2500-7499	Ames	5
9		7500 or More	Davenport	2



Positions unfilled

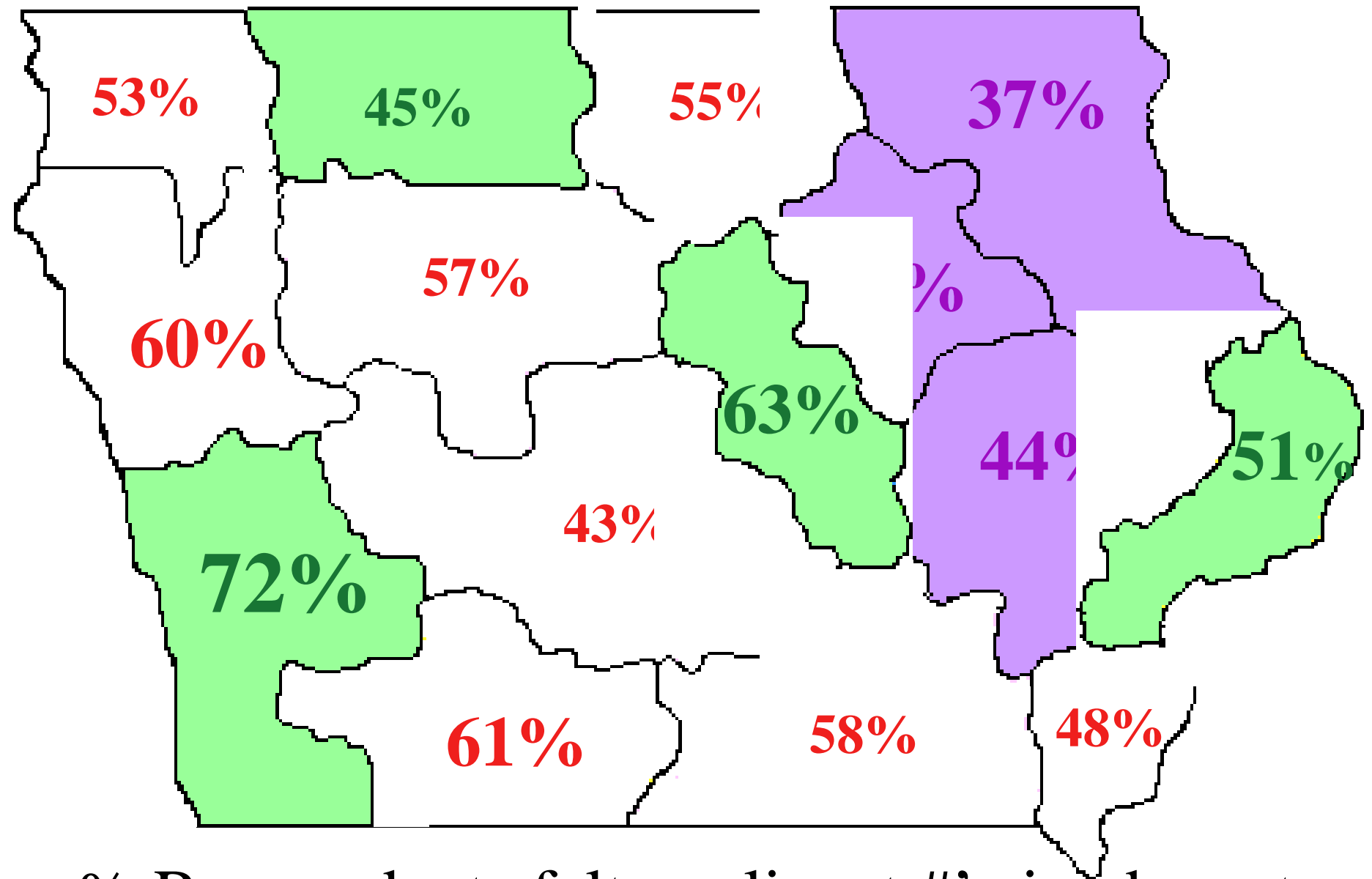
Actual Number

29		Less than 250	19
50		250-399	18
77		400-599	69
100		600-999	106
81		1000-2499	58
25		2500-7499	123
9		7500 or More	15

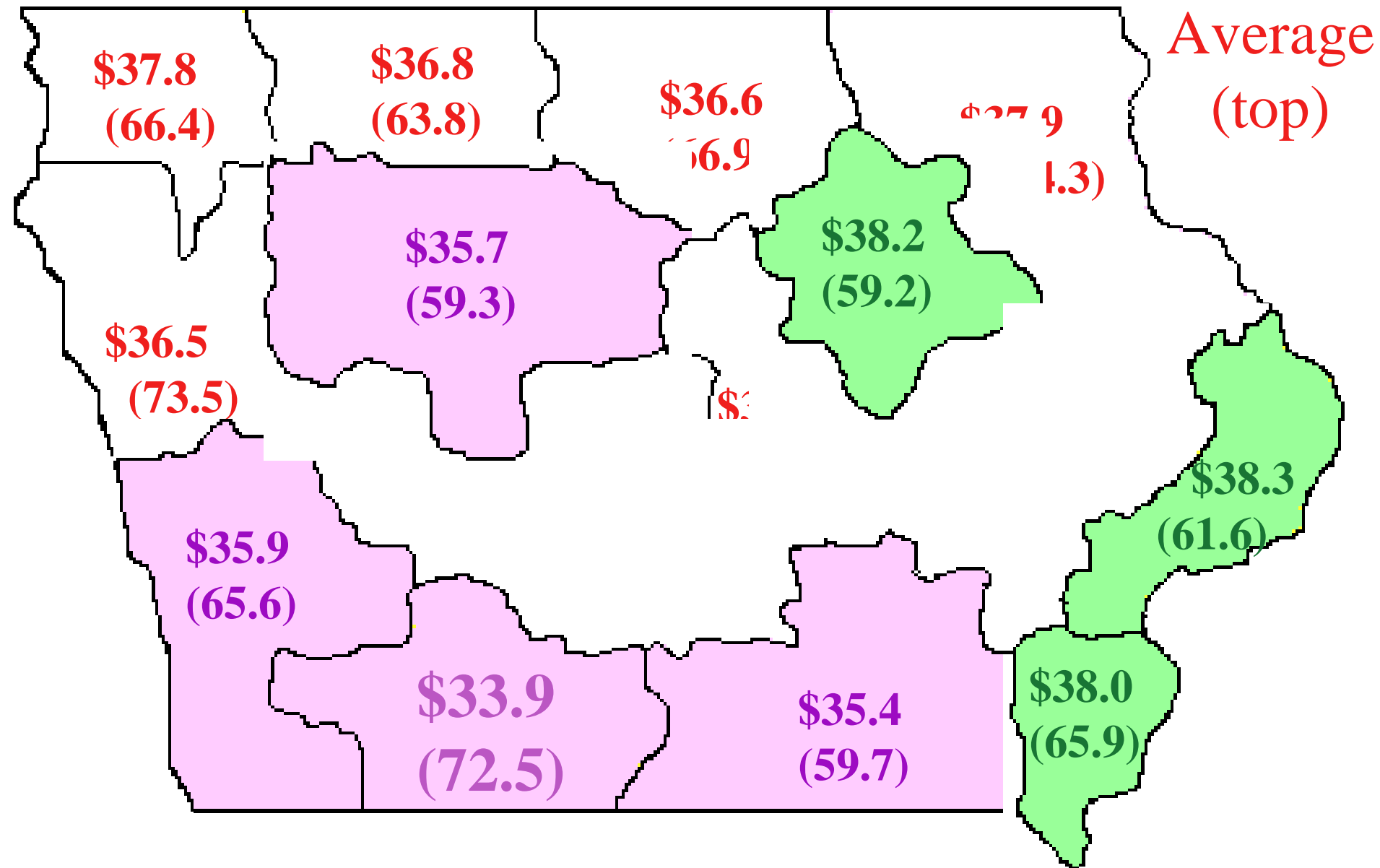


Applicants

- Over 50% of respondents felt the number of applicants was inadequate (except for elementary).
- Areas with teaching colleges had a better number of applicants than those without.
- 61% of respondents were satisfied with the quality of applicants
- In general, the smaller the district, the more unsatisfied with the quality (AEA 13 highest - 40%)



% Respondents felt applicant #'s inadequate
Quality: **Satisfied**; **unsatisfied**; **very unsatisfied**



Salaries \$0 X 10³ (Excludes urban 8)

Low/high averages - maturity of teaching staff?



Iowa Shortage Areas / Loan Forgiveness

- Determination of Shortage Areas was based on
 - “Teach Iowa” postings
 - Number of Conditional Licenses given
 - Number of new grads reported from higher ed
 - Projected numbers in all areas drop from ‘02 to ‘03

K-12 Special Ed

K-12 ESL

K-12 TAG

K-12 Music

7-12 Agriculture

7-12 FCS

7-12 Foreign Language

7-12 Industrial Technology

7-12 Math

7-12 Science



Conditionals given

436 were given for special education

1 given in elementary (61 for reading)

54 given for Middle School endorsement

260 given at secondary level

11 Industrial Tech

14 Foreign Language

23 Math

41 Social Studies

65 Science and Health

= 154

(106 in many other areas)

84 were for Administration

66 for Guidance



Supply for Science

	<u>'01-'02</u>	<u>'02-'03</u>
All Sciences	34	32
Biology	99	89
Earth Science	9	7
General Science	39	42
Physical Science	21	22
Chemistry	49	42
Physics	16	15



The Dilemma of Recruiting

Campaign Slogan:

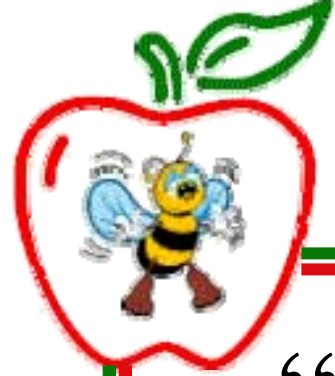
“The Joy Of Making A
Difference Far Outweighs
The Joy Of Making A
Decent Living Wage”



The Fear of Having to Recruit

Quoted from a teacher recruitment
flier posted in New York City:

“If you can read this,
have we got a deal for you!”



My focus for 2001-2002

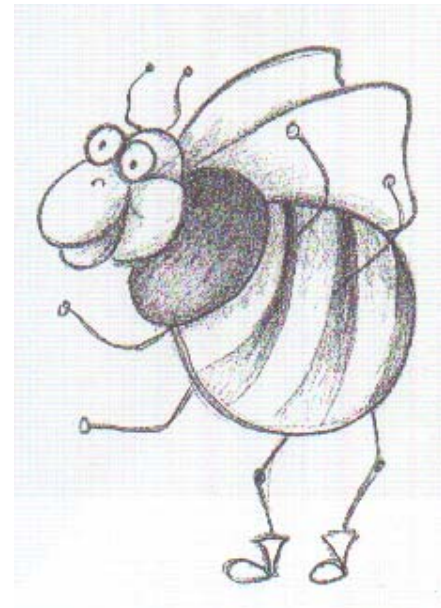
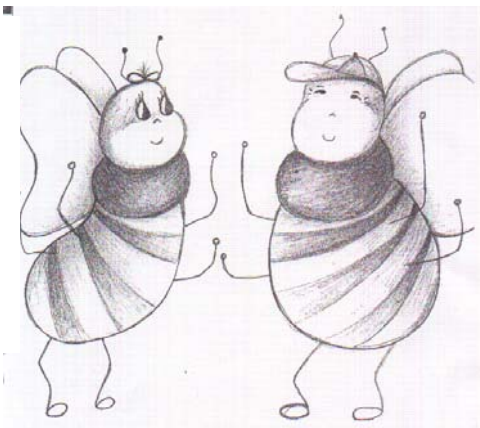
“Be A Teacher” Campaign

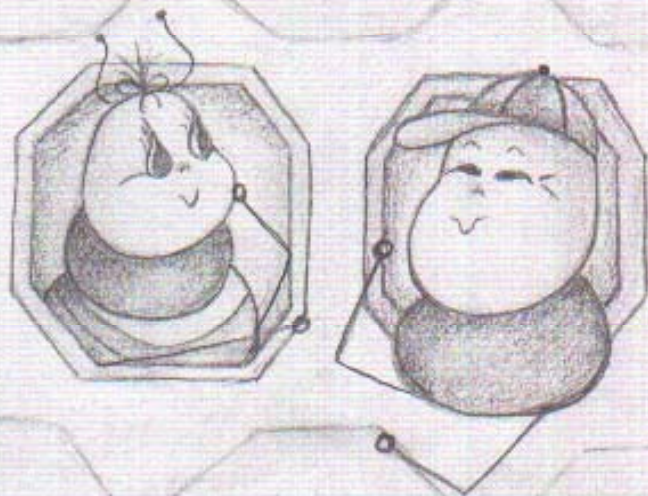




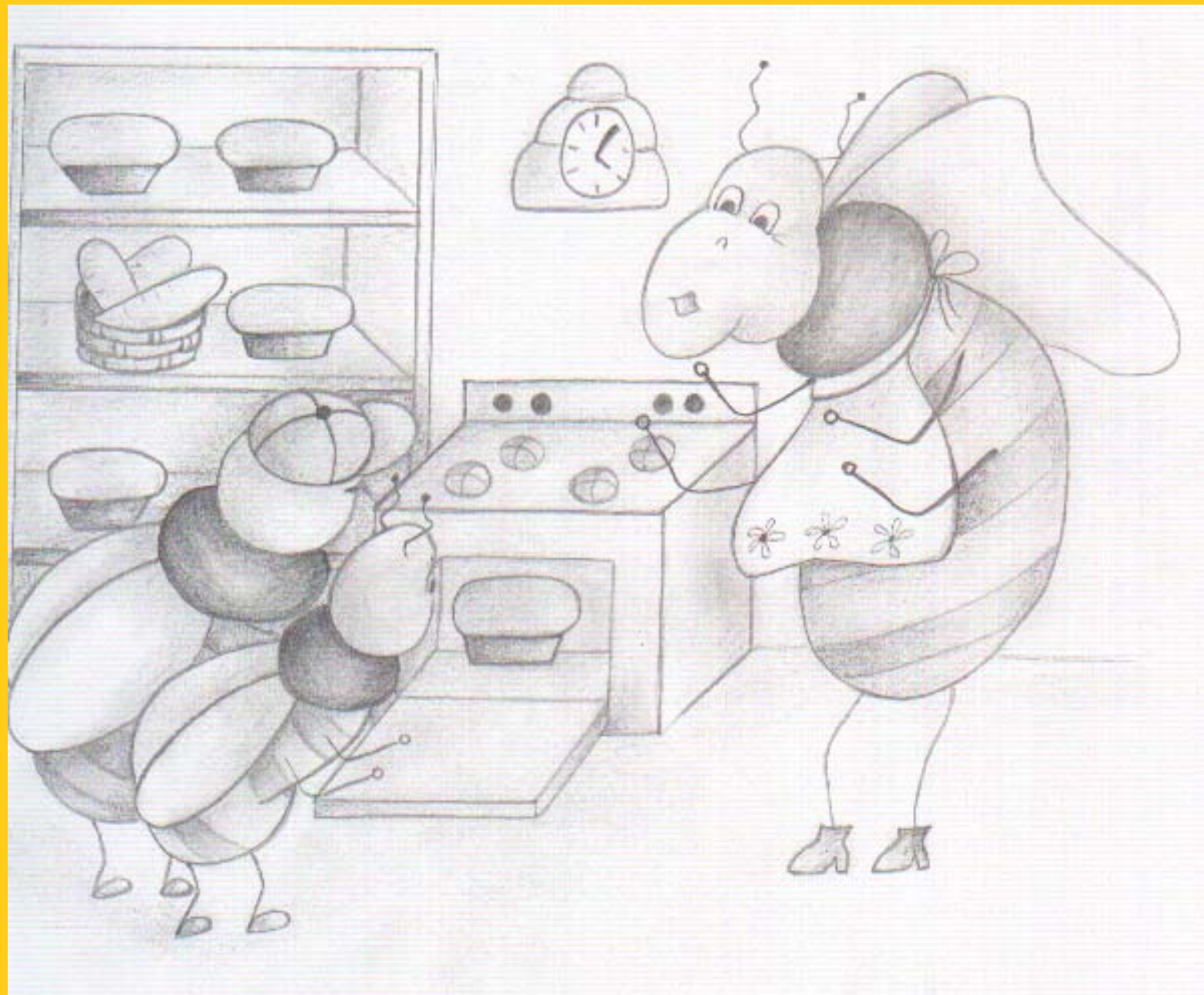
“Bee A Teacher” book

- Story is written for book
- Illustrations are started
- Teacher’s Guide and WebQuest are done
- Met with Kendall-Hunt



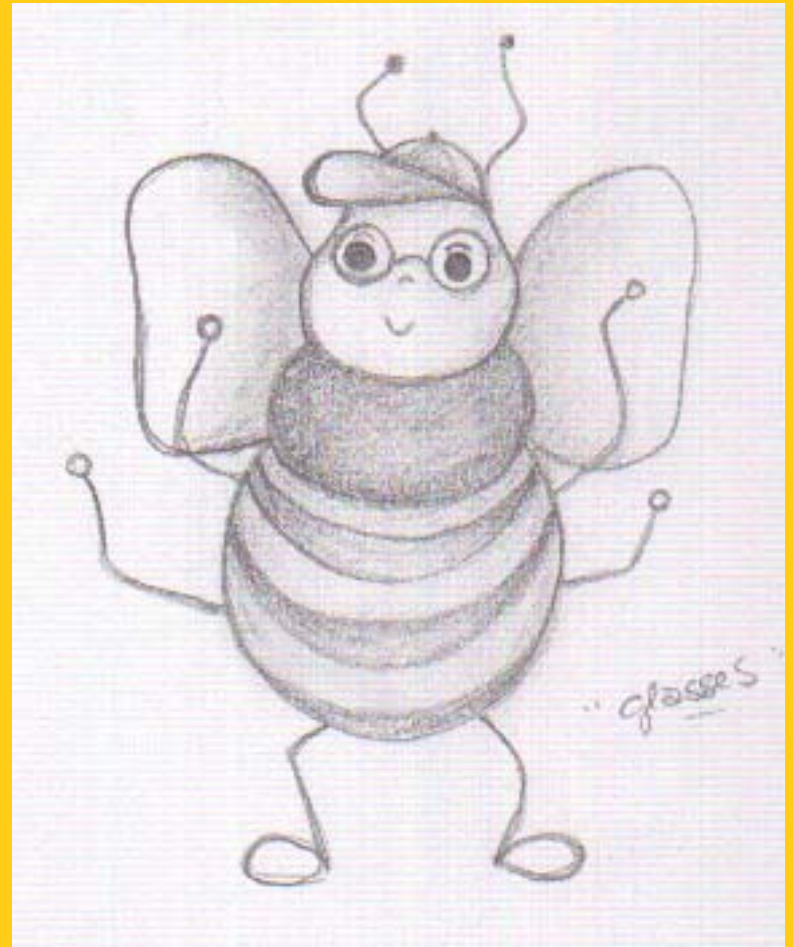






And so they did.

After their wings
were dry and their
research was done,
Buzz and Honey
established the first
ever...



"Do Be a Good Bee School for Baby Bumbles."

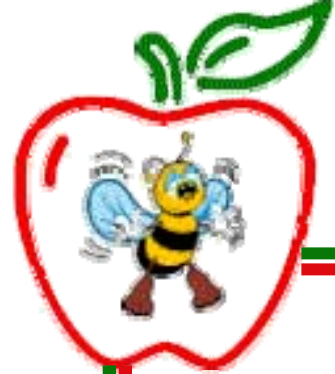


My Generation

My FTA Chapter, 1970



21 members, 9 of whom actually are teaching today
40% of the Chapter, 13% of the graduating class
212 Chapters in Iowa in 68-69 (State Convention)



Future Educators of America

- Initiated Chapters in middle & high schools (OHS, Carroll, Ralston-Glidden, Davis County, S.E. Polk Jr. High, Burlington H.S., and hopefully many more...)
- Shared web site that has link to [Phi Delta Kappa](#) site with instructions for starting a chapter
- Suggested support from communities -
 - Identify candidates
 - Assist at meetings (treats, speakers) [Delta Kappa Gamma]
 - Offer scholarships



QuickTime™ and a
Photo - JPEG decompressor
are needed to see this picture.



Mt. Pleasant Teacher Interns

- Seniors - part of School-to-work Intern Program
- Credit - 1 period/day in K-8 classrooms
- Prepares them for their future (for free!)
 - Helps define their choice of career
 - Prepares them for college
 - Get experience
 - Learn skills
 - Develop resources
 - Begin portfolio (Philosophy of Education)



Recruitment

- Teaching Assurance Program UNI
- Suggestions:
 - Attend Recruitment Fairs (Interview Fairs?)
 - Work aggressively with teacher prep programs
 - Common application (ISAB)
 - Online options for applicants
 - TEACH IOWA or REAP site (Regional Education Applicant Placement
www.reap.net)



What school districts can do:

- Start Future Educators of America / Teacher Cadet programs
- Retain current staff:
 - Creative scheduling
 - Utilize elementary teachers for re-endorsement
 - Promote and compensate for National Board Certification
- Promote Your District : market your strengths
- Website: How does it look to prospective teachers?
- Foster Teacher Leaders - make it a “growth room” profession



What communities can do:

- Promote the school district (website)
- Work with schools
 - Realtor Committee
 - Complimentary memberships/ tickets, etc.
 - Low interest loans and mortgages
 - Help get the spouse jobs
 - Provide help to schools
 - Volunteers
 - Partners in Education
 - Housing and Tax abatements
 - Scholarship programs



What the state can do:

- Continue work on the Teacher Quality Program
- Continue National Board Certification support
- Increase forgivable loans
- Grants to “Grow Your Own”
- Retirees return without penalty
- Quality Alternative Certification program
- Common teaching application promotion
- Tax breaks for teachers buying homes
- Reduce IA income taxes for teachers



Different incentives needed?

- "College education" prerequisite waived; applicants now must only meet minimum height requirement
- Promise wannabees important perks:
 - Continual supply of Prozac
 - Paycheck that doesn't run out before the month does
 - Grading-free weekends, Planning-free vacations
 - Unlimited solo bathroom passes
 - Teachers' lounges that resemble a Bed and Breakfast
 - An actual workday from 8-3 with summers free!



Sources

- The Annual Condition of Education Report 2001 (Iowa Department of Education)
- Iowa higher education information (Sandra Renegar, DE)
- Education Shortage Survey of Iowa K-12 Education (Action Research by Gail B. Wortmann, 2001 IA Teacher of the Year)